Sexual misconduct can deny or limit an individual's ability to participate in or receive benefits, services, or opportunities from Saint Leo University's programs.

Sexual misconduct is conduct that is unwelcome, is based on sex or gender, is severe or pervasive enough to interfere with an individual's campus employment, academic performance, or participation in college programs and activities, and creates an intimidating, hostile, or offensive working, learning, or activity environment.

Examples of Sexual Misconduct
- Making sexual propositions or pressuring individuals for sexual favors
- Unwelcome sexual advances
- Writing graffiti of a sexual nature
- Displaying or distributing sexually explicit drawings, pictures, or written materials
- Performing sexual gestures or touching oneself sexually in front of others
- Telling sexual or dirty jokes
- Spreading rumors or rating other students as regarding sexual activity or performance
- Circulating or showing emails or websites of a sexual nature

Using pressure, force, alcohol, or other drugs to have sexual contact with someone against his/her will is sexual coercion.

You may be experiencing coercion if...
- You feel pressure from your date, partner, or friend (“Sex is how you can prove you love me; everyone is doing it”)
- Someone buys you gifts or spends money on you to make you feel like you “owe” them
- There are times you don’t want to have sex but feel like you can’t say “no”
- You had unprotected sex at your partner’s insistence.
Definitions

CONSENT
Consent is a voluntary agreement to engage in a specific sexual activity with another person. Consent requires an outward demonstration, through mutually understandable words or actions, indicating that an individual has freely chosen to engage in a sexual activity. Someone who is incapacitated cannot consent. Past consent does not imply future consent. Silence or an absence of resistance does not imply consent. Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another. Consent can be withdrawn at any time. Coercion, force, or threat of either invalidates consent.

SEXUAL HARASSMENT
Can include unwelcome sexual advances, requests for sexual favors, and other verbal, non-verbal, or physical conduct of a sexual nature which is persistent and pervasive.

SEXUAL EXPLOITATION
Occurs when a person or group of people takes advantage of another person by doing something sexual in a nonconsensual, abusive, or unjust manner. Examples include nonconsensual video or audio taping of a sexual activity, nonconsensual photography of a sexual nature, voyeurism, knowingly transmitting a sexually transmitted infection (STI) or HIV, or prostituting another person.

DATING VIOLENCE
Violence by a person who has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship will be determined by factors such as length, type, and frequency of interaction.

DOMESTIC VIOLENCE
Violent misdemeanor and felony offenses committed by the victim's current or former spouse, current or former cohabitant, a person similarly situated under domestic or family violence law, or anyone else protected under domestic or family violence law.

STALKING
A course of conduct toward another person under circumstances that would cause a reasonable person to fear bodily injury or experience substantial emotional distress.
IMMEDIATE STEPS

- Go to a safe place. Your RA’s room, a friend’s room, a neighbor’s house, or Campus Security & Safety, if you are on campus.
- Call someone you trust. A friend, family member, victim advocate, or counselor are good resources. You do not have to go through this alone.
- After sexual violence, preserve physical evidence. A sexual assault examination and evidence collection are available at no cost at the University Campus or the local hospital, even if you do not yet know if you want to report or press charges. Do not shower until you have considered whether to have an examination and save the clothes you were wearing in a paper or cloth bag.

WITHIN 24 HOURS

- Seek out support. You may want to turn to an advocate or counselor for support and information. The advocate will talk with you about your options for additional support services and reporting.
- Saint Leo has a partnership with the local rape crisis center, which is available 24 hours every day to help in the Pasco County area.
- Other victim resources are listed at https://www.saintleo.edu/sexualmisconduct-information and on the back page of this pamphlet.
- After unwanted physical contact, get medical attention. A medical provider can check and treat for physical injury, sexually transmitted infections, and pregnancy. You do not need to make a formal report or press charges to receive medical care.

AT ANY TIME

- Consider making a formal report. You are encouraged to report what happened to both the police and the Office of Campus Security & Safety. Keep in mind that reporting to Campus Security & Safety is not the same as bringing criminal charges with the police.
- Campus students can report to anyone in Residence Life, Student Affairs, or the Title IX coordinator.
- All other students can report to an Education Center director, enrollment advisor, or the Title IX coordinator.
In line with the university's core value of responsible stewardship, the university maintains an amnesty policy to protect students (including student organizations) when reporting themselves, friends, or another member of the university community who is in medical distress due to alcohol consumption and/or substance misuse or overdose.

The university has the amnesty policy in place to encourage students to act responsibly and report emergencies without fear of university-imposed disciplinary consequences because its primary concern is the health, safety, and well-being of students.
FRIENDS CAN HELP

Do you have a friend who has experienced sexual harassment or sexual violence? In order to help your friend in the best ways possible, you can:

- Listen with compassion
- Direct your friend to available resources
- Not take everything on your shoulders
- Getting the appropriate, trained professionals involved is the best thing you can do to help a friend get the help they may need.

COMMUNITY REPORTING

- Any individual may report an alleged violation of the Student Code of Conduct, and the Office of Residence Life will conduct a follow-up investigation.
- Community members are encouraged to use the Community Report Form: www.saintleo.edu/communityreport
- Anonymous reporting of incidents is allowed but discouraged because it limits the ability of the office to gather information and adequately assess the issue.
- Every effort will be made to protect the confidentiality of witnesses, where possible, particularly where a safety concern exists.

BAD FAITH REPORTS

Any student or employee who submits a report or provides information he or she knows or has reason to believe to be false, misleading, or deceitful in connection with an incident of Prohibited Conduct has violated the values and policies of the University and will be subject to disciplinary action.
"No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity receiving Federal financial assistance."

- Title IX of the Education Amendments of 1972

**Title IX Coordinator**

Vanessa O'Connell

.titleixcoordinator@saintleo.edu

(352) 588-8406

Benedictine Hall, 3rd Floor Room 304

Saint Leo University
Human Resources - ATTN: Title IX Coordinator
33701 State Road 52, PO Box 6665 St. Leo, FL. 33574

**Confidential Resources**

Confidential resources are not obligated to report information shared with them. Sharing information with these resources does not initiate a formal investigation, disciplinary action, provision of academic services, adjustments to living arrangements, or other accommodations or remedies.

**University Ministry**

- ministry@saintleo.edu
- (352) 588-7258
- saintleo.edu/university-ministry

**University Health Center**

- health.center@saintleo.edu
- (352) 588-7364
- saintleo.edu/health-center

**University Counseling Services**

- (352) 588-TALK (8255)
- saintleo.edu/counseling-services

**Nonconfidential Resources**

All employees that are not listed under the "Confidential Resources" column are considered "Nonconfidential Resources." This means that all other Saint Leo employees who become aware of incidents or allegations of sexual misconduct are required to report the matter.

**The Office of Residence Life**

- Tory England
- (352) 588-7364

**University Safety**

- V. "Mike" D'Ambrosio
- (352) 588-8439
- vincent.dambrosio@saintleo.edu
Title IX

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Title IX Coordinator
Vanessa O’Connell

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Sunrise of Pasco County - Domestic & Sexual Violence Center
12724 Smith Road
Dade City, FL 33525
(352) 521-3358
24- Hour: (352) 521-3120

The Spring of Tampa Bay
211 N. Willow Avenue
Tampa, FL 33606
(813) 247-7233

National Domestic Violence Hotline
(800)799-SAFE (7233)

National Sexual Assault Hotline
(800) 656-HOPE (4673)

VictimConnect
(855) 4-VICTIM (842846)
VictimConnect.org

Pasco County Sheriff’s Office
36409 State Road 52
Dade City, FL 33525
(352) 518-5000

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SEEK HELP. GET SUPPORT.
saintleo.edu/title-ix
Roles of Campus Resources

**TITLE IX COORDINATOR**

If you are involved in a sexual harassment or sexual violence investigation, you can fully expect our support to meet your varied needs. Here are some of the ways that Title IX designees can help you:

- Provide information about campus and community services
- Help with academic concerns
- Assist you in preparing for conduct meetings
- Meet with you on a regular basis to follow up
- Keep track of the details

Title IX Coordinators are non-confidential employees.

**VICTIM ADVOCATES**

Victim advocates are not typically University Employees.

They are professionals trained to support victims of crime. Advocates offer victims information, emotional support, and help finding resources and filling out paperwork. Sometimes, advocates go to court with victims. Advocates may also contact organizations, such as criminal justice or social service agencies, to get help or information for victims. Some advocates staff crisis hotlines, run support groups, or provide in-person counseling. Victim advocates may also be called victim service providers, victim/witness coordinators, or victim/witness specialists.

**COUNSELING SERVICES**

The Counseling Center staff is available to campus students and provides for the emotional and psychological needs of its students and campus personnel.
Prevention

HOW CAN YOU REDUCE YOUR OWN RISK?

There are preventative measures that you can take to reduce your risk and increase your safety.

- Trust your instincts.
- Do not be afraid to ask for help if you do not feel safe.
- Make your limits known as early as possible.
- Assert your right to have your boundaries and speak up when those boundaries are not being respected. You can say no clearly and firmly.
- Be situationally aware of your surroundings and who is present.
- Remember that some people use alcohol as a weapon to take advantage of others. If you see someone you believe could be harmed, find an intervention strategy to help you make sure everyone stays safe.

The 3 D's of BYSTANDER INTERVENTION

**DIRECT:** Step in and address the situation directly. You might say, “Please stop.” or “Don't do that.” to the person doing the harmful behavior. You can also check in with the person you are concerned about by asking, “Are you ok?” or “Can I help you?”

**DISTRACT:** Distract either person in the situation to intervene. You might ask a random question such as, “Hey, aren't you in my English class?”

**DELEGATE:** If you are not comfortable intervening yourself, find someone present in the situation (friend, peer, faculty/staff) or someone who can come address the issue (Campus Safety, Residence Assistant, or the police).

There are multiple actions you can take to be a proactive bystander and intervene to help prevent sexual misconduct:

- Believe that sexual and relationship violence is unacceptable and do not be afraid to say that to your friends.
- Treat people with respect.
- Look out for your friends at parties and social occasions.
- Educate yourself and bring your friends with you to awareness events.
- Be a knowledgeable resource for others before something happens.
- Step in when you see something happening that does not feel right.
What to know: Title IX & VAWA

What is Title IX?
No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance.

Prohibits sex or gender discrimination in all educational activities and programs.

Protects students from retaliation, as a result of involvement with Title IX.

Supports the academic success of pregnant and parenting students.

Title IX compliance is enforced by the Office of Civil Rights Violations.

Supportive Measures
What types of supportive measures are offered under Title IX and who is eligible to receive them?

Supportive Measures are offered to all students with no charge or fee, regardless of whether a formal complaint has been filed.

Types
- Counseling Services
- Course Related Adjustments
- Mutual Contact Restrictions
- Housing Changes
- Leave of Absence

What is VAWA
The Violence Against Women Act is designed to improve criminal justice and community-based responses to domestic violence, dating violence, sexual assault and stalking and to increase the availability of services for victims and survivors.

How does VAWA apply to students?
VAWA prohibits dating and domestic violence, sexual assault, and stalking at Saint Leo. All students are provided with education and awareness to combat these forms of violence.